



UNITED NATIONS
BARBADOS AND THE OECS



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Follow-up to CEDAW
Workshop with
Civil Society Organisations

REPORT

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*In collaboration with the
Institute of Gender and Development
Studies: Nita Barrow Unit, EQUALS and
Life in Leggings.*

Table of Contents

	Page No.
Executive Summary.....	3
Overview.....	4
Recommendations.....	6
Group 1: Gender Based Violence Against Women.....	6
Group 2: Participation in Political and Public Life.....	7
Group 3: Economic Empowerment of Women.....	8
Group 4: Constitutional and Legislative Protection of Women from Discrimination.....	9
Group 5: Health, Marriage and Family Relations.....	10
Conclusion.....	11
Appendix: Organizational Backgrounds.....	12



Executive Summary

As a follow-up to the combined fifth to eighth periodic CEDAW reviews of Barbados, the Office of the UN Resident Coordinator for Barbados and the OECS, in collaboration with the 'Institute of Gender and Development Studies: Nita Barrow Unit (IGDS- NBU)', 'Equals' and 'Life in Leggings: Caribbean Alliance Against Gender Based Violence' convened a Follow-up to CEDAW Workshop with over 35 Civil Society Organisations (CSOs). The workshop aimed at helping CSOs identify a joint path and action items to the implementation of the CEDAW Recommendations through providing a forum for engagement of and between CSOs, relevant government entities, academia and the UN. Participants formed five groups to discuss recommendations under key thematic areas. The purpose of this report is to provide a detailed outline from CSOs on the recommended next steps. The graphic below provides a concise outline of the crosscutting recommendations/ next steps proposed by the five groups:

Cross-cutting Recommendations/ next steps:

- Groups indicated the need for similar forums and called for further follow-up meetings
- Further engagement with the National Human Rights Coordinating committee



Overview

This report provides a detailed outline of the recommended next steps from Civil Society Organizations (CSOs) in relation to follow-up on the CEDAW Report and Recommendations.

Background

Barbados signed the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) on the 24th of July 1980 and ratified this document on the 16th of October 1980. However, Barbados has not yet signed or assented the accompanying Optional Protocol. By accepting the Convention, States Parties commit to undertake a series of measures to end discrimination against women in all forms, including:

- to incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- to establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- to ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.

As a part of their commitments, Barbados is required to put its provisions into practice. Also under Article 18 of the CEDAW States Parties undertake to submit national reports at least every four years on measures they have taken to comply with their obligations under the treaty. These national reports are considered by the Committee on the Convention on the Elimination of all Forms of Discrimination Against Women (the “Committee”) who then make concluding observations and accompanying recommendations. Barbados was up for review by the Committee during the 67th CEDAW Session from 3 July - 21 July 2017. This review offered an important opportunity to monitor the implementation of the treaty and ensure that States Parties are meeting the commitments they have made. After review, several recommendations and observations were made to Barbados.

As a follow-up to this review, the Office of the UN Resident Coordinator for Barbados and the OECS, in collaboration with the ‘Institute of Gender and Development Studies: Nita Barrow Unit (IGDS- NBU)’, ‘Equals’ and ‘Life in Leggings: Caribbean Alliance Against Gender Based Violence’ convened a *Follow-up to CEDAW Workshop* on Thursday, 8 March 2018 in recognition of International Women’s Day.

The workshop provided a forum for CSOs to engage with government and government-based entities, which focus on key human rights and sustainable development issues, such as the National Human Rights Coordinating Committee and the Bureau of Gender Affairs, as well as Academia and the UN. Moreover, it offered a platform to catalyze CSOs participation in the realization of the recommendations, support their continued involvement in the CEDAW process and provide a space where they could engage with each other, explore alliances and strategically plan follow-up actions.

Aims

The workshop was aimed at helping CSOs identify a joint path and action items to the implementation of the CEDAW Recommendations by:

- Increasing awareness and engagement of and between CSOs with regards to the CEDAW Report & Recommendations.
- Creating a forum for CSOs to CEDAW's recommendations and identify action items aligned with their expertise.
- Capturing the voice of Barbadian CSOs around self-identified priority recommendations.
- Supporting civil society partnerships and joint initiatives that propel the execution of the recommendations.

Partnerships

The 'Institute of Gender and Development Studies: Nita Barrow Unit', 'Equals' and 'Life in Leggings' provided support through:

- Providing input in shaping the agenda to ensure a meaningful, participatory session
- Contributed to the attendee list and follow-up to ensure a diverse, inclusive CSO community
- Provided feedback on outline for group discussions
- Facilitated group sessions and provide critical feedback as needed
- Helped CSOs identify opportunities for partnerships (in line with their mandates)

Programme and Methodology

The half-day workshop was convened on Thursday March 8, 2018 from 9:30 AM- 12 PM. The programme included an overview of CEDAW by Michelle Brathwaite, National Human Rights Officer and a presentation on the "Opportunities and Challenges in the Implementation of the CEDAW Recommendations in Barbados" by Ms. Patricia Boyce, Director of the Bureau of Gender Affairs and group discussions.

The workshop was action-focused, with specific attention given to the role of CSOs in outlining next steps. To facilitate this, attendees separated into five groups to discuss various themes related to the CEDAW concluding report.

The thematic areas for the group discussions were as follows:

Group 1: Gender Based Violence against Women

Group 2: Participation in Political and Public Life

Group 3: Economic Empowerment of Women

Group 4: Constitutional and Legislative Protection of Women from Discrimination

Group 5: Health, Marriage and Family Relations

From the discussions, participants made several recommendations, which have been outlined in the following sections.

Recommendations

Group 1: Gender Based Violence against Women

In their 2017 Concluding Observations, the Committee applauded Barbados for the Domestic Violence (Protection Orders) (Amendment) Act, 2016 which is intended to aid in reducing and properly identifying and handling violence against women by:

- Making provision for a comprehensive definition of the term “ domestic violence”;
- Extending the classes of persons considered victims of domestic violence;
- Ensuring that victims receive the appropriate counseling or therapy;
- Facilitating the enrolment of perpetrators of domestic violence in the appropriate rehabilitative programmes;
- Extending the classes of persons who may intervene in applications before the Court on behalf of victims of domestic violence;
- Establishing the duties and powers of members of the Police Force in relation to allegations of domestic violence including the power to issue emergency protection orders;
- Maximize the safety and protection of victims and ensure that perpetrators of domestic violence are held accountable.

However, there were still concerns about the prevalence of gender based violence particularly domestic and sexual violence which remain culturally accepted and under reported, the lack of statistical data properly disaggregated and the lack of shelters for women who are victims of gender-based violence as well as the increasing rate of femicide in Barbados.

The Committee recommended:

- High priority to the full implementation of the legislation and the accompanying enforcement;
- Criminalization of femicide and the investigation and prosecution of such;
- Mandatory capacity-building programmes for judges, prosecutors, lawyers, police officers and other law enforcement officials on the strict application of the legislation and criminalizing gender-based violence and gender-sensitive investigation methods and procedures to employ with victims of such violence;
- Adequate redress, assistance and protection to women who are victims of gender-based violence by establishing shelters, issuing and enforcing protection orders and enhancing co-operation with non-governmental organizations;
- Collecting statistical data on domestic, sexual and other forms of gender-based violence against women, disaggregated by age and relationship between the victim and the perpetrator.

Our group for this discussion was:

Facilitator: Ronelle King, <i>Life in Leggings</i>	
Group Members	
NAME	ORGANISATION
Asha Farrell	Aganar Barbados
Ro-Ann Mohammed	B-GLAD
Ferozah Kothdiwala	BAML
Kileha Anderson	UWI HARP/ GGAB
Jennah Parris	GGAB
Niquita Holder	GGAB
Leila Rapmael	Dance4life Barbados
Marlene Hewitt	BPW

The recommended next steps from the discussion were:

- Create further opportunities for networking and information sharing between CSOs
- Create database for CSOs who support women and girls
- Enforce stringent reporting procedures for sexual violence in schools
- Design Youth friendly protocol for violence against young women
- Implement comprehensive and mandated SRHR education in schools.
- Ensure adequate budget allocations towards expanding capacity to collect statistical data.
- Create educational resources that inform the public on amendments to legislation, with specific reference to Sexual Harassment Legislation.
- Recognize corrective rape as something that targets a subset of LGBTQ women, based on their gender identity and sexual orientation. This should be recognized and integrated into policy.

Group 2: Participation in Political and Public Life

Political parties in Barbados have made a concerted effort to increase the representation of women. However, women remain significantly underrepresented at the decision-making level in Parliament, the Government and the diplomatic service as a result of patriarchal attitudes, a lack of effective measures, limited access to political networks and insufficient capacity-building for women on political leadership skills. At present, females account for 20% of the elected representatives in Parliament. Notwithstanding this, women hold all the prominent positions of Prime Minister, Governor General and Director of Public Prosecutions.

The Committee recommended:

- Adoption of a comprehensive strategy based on targeted measures to ensure that women are appointed to decision making positions at the national and local levels on an equal footing with men;
- Awareness raising activities for politicians, community leaders, the media and the general public on the importance of the participation of women in decision making to enhance understanding that the full, free and democratic participation of women on an equal basis with men in political and public life.
- Increase the participation of women in political and public life at all levels, including through the adoption of statutory quotas;
- Capacity building and enhanced access to campaign financing for women candidates to enable them to compete effectively with their male counterparts.

Our group for this discussion was:

Facilitator: Shari Inniss-Grant, UN RCO	
Group Members	
NAME	ORGANISATION
Malou Morgan	Caribbean Collaborative
Shakira Emtage-Cave	Dance4life Barbados
Janece Daniel	I AM A GIRL BARBADOS
Andrea Simon	Soroptimist International Barbados
Francois Carvalho	United Youth Leaders of Barbados
Ken Mason	BYDC

The recommended next steps from the discussion were:

- Use media to promote female leadership
- Implement a nonpartisan campaign to promote women's leadership and role as decision makers
- Parliament projects aimed at encouraging women from marginalized groups (trans, religious minorities etc.) to become politicians
- Challenge societal norms through community programs that engage youth through mediums such as music and the arts.

Group 3: Economic Empowerment of Women

The Committee recognized that Barbados has made some efforts to combat poverty through various programmes. However, there is a concern that the austerity measures have had a significant impact on social programmes and disproportionately affect women.

The Committee recommends:

- Studies and evaluations to monitor the gender-specific effects of the austerity measures and ensure an internal redistribution of its domestic resources to overcome austerity measures giving priority to measures supporting gender equality in all fields and devising an effective strategy to ensure the full implementation of the Convention;
- Independent, participatory and periodic impact assessments of the extraterritorial effects of its financial secrecy and corporate tax policies on women's rights and the substantive equality of women and men ensuring that such assessments are conducted impartially and with public disclosure of the methodology and findings.
- Strengthening of programmes to combat the feminization of poverty, in particular among women-headed households;
- Addressing barriers to women's entrepreneurship by devising specific programmes and developing evaluation mechanisms;
- Designing specific interventions to leverage opportunities for the economic empowerment of women and ensure that they are involved in the design of those strategies and programmes; focusing on women not only as victims or beneficiaries but also as active participants in the formulation and implementation of such policies.

Facilitator: Marisa Hutchinson, <i>Equals</i>	
Group Members	
NAME	ORGANISATION
Kevin Manning	UWI YDP
Gabrielle D. Gay	GG Award for Excellence
Donnah Russell	Variety- The Children's Charity
Sherrilene Collymore	Variety- The Children's Charity
Kimtara Clarke	Girlfriends Foundation
Racquel Green	Jabez House
Sapphire Gittens	Jabez House
Shauna Marshall	SMB Consulting Services
Ashlee Forde	Caribbean Policy Development Centre
Daria Cave	CAVEAR

The recommended next steps from the discussion were:

- Introduction of Herstory into curriculum.
- Combatting sexism through education of youth and school programmes
- Forming support mechanisms for individuals, families and schools.
- Impact studies on how the changing of the academic curriculum will support empowerment

- Educating persons on sexual harassment in the workplace.



Group 4: Constitutional and Legislative Protection of Women from Discrimination

As recognized by the Committee, the Constitution of Barbados does not specifically prohibit discrimination based on sex or gender nor are there any specific laws on gender equality or protecting women against discrimination with respect to adoption, marriage, divorce, burial, devolution of property upon death and other matters of personal law

The Committee recommended:

- Expansion of the constitutional protections against discrimination to include the grounds of gender and sex;
- Adoption without delay of a comprehensive definition of discrimination in legislation which covers direct and indirect discrimination in both the private and public spheres of women's life which is enforced through sanctions;
- Capacity- building to all relevant State officials and policy makers to ensure a thorough understanding of the concept of substantive equality, in line with the Convention and the Committee's jurisprudence;
- Effective prohibition of discrimination on the basis of sex or gender through appropriate enforcement mechanisms and sanctions.

Facilitator: Charmaine Crawford, IGDS: NBU	
Group Members	
NAME	ORGANISATION
Rose-Ann Foster Vaughn	Barbados Council for the Disabled
Nicole Alleyne Philips Ayikpa	BPW
Debra Joseph	Soroptimist International
Stevia Arthur	Think Big Caribbean
Sandrene Browne	Soroptimist International of Barbados
Sherica Mohammed Cumberbatch	BAML
Diana Applewhite	BARNOD
Talbert Ashby	BARNOD
Alexa D.V. Hoffmann	Trans Advocacy and Agitation Barbados

The recommended next steps from the discussion were:

- Under the constitution of Barbados, there is nebulous protection for sex discrimination. There's a lack of clarity that creates loopholes. In the constitution there is only redress for discrimination by the state or its agents, but not for private individual or better entity.
- Should be a comprehensive definition for discrimination against women, including indirect discrimination.
- Need for greater protection beyond acts of discrimination by the state. Legislation should include reference to sexual orientation and gender identity.
- Provide sufficient resources to enable access to justice
- Widespread mainstreaming, gender mainstreaming
- Query about what happens to transwomen where you have gender binaries integrated into the protection. CEDAW will help to close gap and have a broader blanket of protection, for persons who are LGBT including non-binary and for persons living with disability.

- Government should provide services that enable persons living with disabilities to be able to maintain a good quality of life.
- Provision of services such as psychosocial care.
- Need for consideration of placement of women due to religious and cultural practices, such as Muslim women being able to take photos for government ID in hijab etc. Should reach a middle ground to ensure religious customs are not violated.

Group 5: Health, Marriage and Family Relations

In many instances in Barbados, women

The Committee raised the concern that the recent austerity measures have had negative effects on women's access to health services. The Committee recommended:

- Appropriate budget allocations and improved access for women to high-quality health care;
- Intensified age-appropriate education on sexual and reproductive health and rights in schools and the dissemination of information on family planning and available, accessible and affordable contraceptive methods in order to reduce the number of unwanted and early pregnancies;
- Improved access to information on sexual and reproductive health and rights for lesbian-bisexual, transgender and intersex women and girls and train medical personnel to respond to their specific health needs;
- To collect disaggregated data on the prevalence of cervical and breast cancer in Barbados and provide training to medical and health professionals on the early detection of those diseases, including in rural areas;
- Intensified implementation of strategies to combat HIV/AIDS, in particular preventative strategies, and continued provision of free antiretroviral treatment to all women and girls with HIV/AIDS.

Facilitator: Leigh-Ann Worrell, IGDS: NBU	
Group Members	
NAME	ORGANISATION
Kaylene Kellean-Holder	Ministry of Education
Ytannia Wiggins	Barbados Olympic Association
Julia Mandeville	BAEP
Dadrina Emmanuel	CEED
Letnie Rock	IGDS: NBU
Rene Holder-McClean Ramirez	Equals/ ECADE
Nastassia Rambarran	Equals
Kamal Clarke	BFPA
Sakina Bakharia	BAML

Recommended next steps:

- Cross collaborations between/ among CSOs to streamline messages
- Multilevel conversations on CSE for parents, teachers and children
- Use of cross-collaborations to hold government agencies accountable
- Sensitize medical personal on the health/SRH needs of marginalized groups
- Design a comprehensive HFLE syllabus that is responsive and seeks to address the concept of gender.
- Train/ Re-train HFLE teachers to ensure its implementation.
- Provide more resources for mental health services, specifically as it relates to gender identity.

Conclusion

The workshop offered an excellent platform for CSOs to engage on the CEDAW recommendations, particularly in relation to the sharing of knowledge and information. In relation to further defining next steps and exploring partnerships in the realization of the recommendations, CSOs were eager to participate in similar sessions, with more extensive periods for dialogue and discussion. Similarly, CSOs expressed keen interest in further engaging with the National Human Rights Coordinating Committee and potentially exploring pathways to collaboration.



Appendix

Organizations Represented

Below is a list of the organizations that were represented at the workshop, with a brief description of their areas of work.

Organization	Description
1. A Ganar Barbados	A Ganar is an innovative program that uses the basic principles of football and other team sports to help youth develop life skills and prepare them for success in the workplace, based on the demands of the labour market. The approach of the A Ganar Alliance is to utilize an effective and proven sport-based methodology to reach, motivate, and facilitate skill acquisition
2. Barbados Association of Muslim Ladies (BAML)	BAML promotes the socio-economic and educational development of Muslim females in Barbados.
3. Barbados Association of Endometriosis & P.C.O.S	The BAEP endeavours to bring relevant and effective awareness of Endometriosis, P.C.O.S. and similar debilitating pelvic disorders to the Barbadian population that encourages discourse with and tangible support for those who have these conditions.
4. BARNOD	Barbados National Organization of The Disabled has the largest cross section of persons with disabilities in Barbados, where we cater to the needs and rights of these individuals. Which coincides with our motto: "Opening Doors For The Disabled", our mission is to enable those persons to access and know their rights. Related projects are as follows: Job Prep, "Walk A Mile In My Shoes", Human Rights Seminars, Paying visits to those who are unable to attend meetings.
5. Barbados Council for the Disabled	The Barbados Council for the Disabled is the umbrella body comprising institutional members only. All the members are organisations, which represent a specific category of disability in Barbados.
6. Barbados Family Planning Association (BFPA)	The Association provides sexual and reproductive health information, clinical services, education, training, community outreach services and research. Our clinical services include: contraception, HIV & STI checks, pregnancy testing, pap smears, general counselling, family life counselling and other related services.
7. BFPA Youth Advocacy Movement (YAM)	The BFPA has established a successful Youth Advocacy Movement project (YAM), which empowers young people to make informed decisions regarding their Sexual & Reproductive Health Rights.

8. Barbados Youth Development Council	Advocates for, addresses the needs of and facilitates the development of all young people by harnessing their talents, creating empowering programmes and establishing strategic alliances with government, civil society and the private sector.
9. Barbados Gays and Lesbians Against Discrimination (B-GLAD)	Barbados Gays & Lesbians Against Discrimination (B-GLAD) is dedicated to the promotion of human rights for all persons within the Barbadian society, in particular, lesbians, gays and bi-sexuals. B-GLAD, through education on issues of human sexuality and individual differences, will promote the acceptance of all persons and develop a positive agenda for change within Barbados and the Caribbean region.
10. Barbados Olympic Association (BOA)	The role of the BOA (as outlined in the IOC Olympic Charter) is: To promote the fundamental principles and values of Olympism in Barbados, in particular in the fields of sport and education, to ensure the observance of the Olympic Charter in Barbados, to encourage the development of high performance sport as well as sport for all, to help in the training of sports administrators by organising courses and ensuring that such courses contribute to the propagation of the fundamental principles of Olympism, to take action against any form of discrimination and violence in sport, to adopt and implement the World Anti-Doping Code.
11. Business & Professional Women's Club of Barbados (BPW)	Business and Professional Women's Club of Barbados (BPW) is a member of International BPW in over 90 countries. Its aims are Equality and Social Justice, carried out through Advocacy, Leadership and Empowerment. BPW Barbados is active in all these areas but is well known for two Projects: the Crisis Centre started in 1986 with its Hotline providing counselling in DV, Rape, Suicide etc, as well as the Educational arm sensitizing and educating Police, Social Services, nurses, Judiciary, doctors, the public etc; and the Safe House for battered women and their children which was opened in 1999 and is active.
12. BPW Crisis Centre	The BPW Crisis Centre offers 24-Hour Hotline Services to victims of domestic violence, human trafficking, sexual assault and other forms of Gender-Based Violence. Our Crisis Hotline is an entry point to other interventions and services as we work with the police, medical professionals, social services and others. Both men and women in crisis are encouraged to call us to even just to talk about their frustration, ways to get out of a dangerous situation, report a concern or other help they may need.
13. Caribbean Collaborative	We are committed to supporting, increasing & celebrating volunteering, volunteerism, corporate social responsibility, civic participation & philanthropy in the Caribbean.
14. CAVEAR	

15. Community Education Empowerment & Development (CEED)	Our intention is to move marginalized groups in Barbados from beyond societal, social and political boundaries to assist with the overall development of these communities
16. Code Red for Justice	Feminist collective of Caribbean women & men with roots as a student organization at UWI, Cave Hill. We aim to bring new feminist voices to ALL issues facing the region and to work towards a more equitable and just Caribbean by supporting a new generation of feminist activists.
17. Caribbean Policy Development Centre (CPDC)	The Caribbean Policy Development Centre (CPDC) is a coalition of Caribbean non-governmental organizations. It was established in 1991 to sensitize NGOs and the general public on key policy issues and to impact policy makers on decisions, which put the interests of Caribbean people at the center of the Caribbean development strategy.
18. Dance4Life	dance4life empowers and educates young people. We provide them with the knowledge, skills and confidence they need to protect their health and promote safe sexual choices.
19. Disability Rights Advocates	Network of individuals advocating for the rights of persons with disabilities.
20. Eastern Caribbean Alliance for Diversity and Equality (ECADE)	The Eastern Caribbean Alliance for Diversity and Equality (ECADE), aims to restructure and revitalize regional organising for LGBTQI advocacy in the small island Caribbean. This strategy has been recognised as an effective means of organising, given the size and similarity of the populations. ECADE will serve as an independent umbrella organisation, inclusive of all small island territories in the eastern Caribbean.
21. EQUALS	EQUALS is an organisation dedicated to working with and for the LGBTQI community. Providing, linking and developing services, and advocating for rights.
22. Gabrielle Gay Award for Excellence	The Gabrielle Gay Trophy for Excellence in Reading is an annual Reading Trophy and Literacy Mentorship program, which rewards high achievers in Literacy, as well as mentors remedial readers in Primary schools across Barbados.
23. GIRL: Growing into Responsible Leaders	To equip young girls with the leadership qualities, self-confidence and skills needed for becoming empowered women, successful in their chosen fields.
24. Girls Guides of Barbados	Mission is to help our girls and young women to develop to their fullest extent as effective and responsible citizens of Barbados and the world.

25. I Am a Girl Barbados	Our aim is to promote a safe environment, where girls from every background imaginable are given the opportunity to be transformed and express themselves without agenda. They will be provided with comprehensive educational tools, employment prospects from a younger age, universal health care training, and safety tools to be used both at home and within their communities and the chance to be positioned as future leaders of our region.
26. Institute for Gender and Development Studies: Nita Barrow Unit	The Institute for Gender and Development Studies (IGDS) is a dynamic Unit at the University of the West Indies. Our mission is to produce and disseminate knowledge to transform gender relations in the Caribbean, in support of the University's mission to enhance regional and international development. Our interdisciplinary Institute is at the forefront of teaching, research and outreach on issues related to women, gender and sexuality in Caribbean society.
27. Jabez House	Jabez House is a haven of hope and empowerment for female sex workers, facilitating their transition process through economic empowerment opportunities (skills, job and entrepreneurial training).
28. Life in Leggings	Life In Leggings: Caribbean Alliance Against Gender Based Violence is a registered charity in Barbados, founded to tackle the rape culture and gender-based violence in the Caribbean region.
29. Movement Against Discrimination Action Coalition (MOVADAC)	MOVADAC mobilises communities against stigma and discrimination by: ensuring the rights of marginalised groups are guaranteed, are free of stigma and discrimination, building and strengthening civil society advocacy movements within Barbados and advocating for the development of a policy on stigma and discrimination to be taken to cabinet.
30. National Human Rights Coordinating Committee	
31. Red LAC Trans	REDLACTRANS is a network made up of trans people from Latin America and the Caribbean.
32. SMB Consulting	SMB Consulting Services, specializes in Business Improvement Services.
33. Soroptimist International of Barbados/ Soroptimists of Jamestown	Soroptimist International of Barbados is non-profit voluntary service organization for women. Our mandate is to empower, educate and enable women and girls through providing enabling opportunities via projects in areas of education, elimination of violence, economic empowerment, food security and health care and violence and conflict resolution.

34. The Girlfriends Foundation	A go-to organization for women’s resources, providing a network of support that allows women from all backgrounds to become confident and informed in all aspects of their daily personal and professional lives.
35. Think Big Caribbean	To supply children in a fun and interactive way with the skills needed to spark rational thinking, encourage creativity, develop intellect, and foster a sense of independence which would ultimately lead to a more forward-thinking and progressive society.
36. United Youth Leaders of Barbados	The United Youth Leaders of Barbados (UYLB) is a registered youth empowerment charity that has been in existence for the past ten (10) years. We are volunteerism oriented and therefore engage in projects such as <i>feeding the less fortunate, beach and gully cleanups, the facilitation of school seminars and Public Service Announcements</i> , revolving around a large number of topics such as mental health, gender inequality and of late, violence in schools.
37. UWI HIV/AIDS Response Project	The University of the West Indies HIV&AIDS Response Programme (UWIHARP) promotes, engages, and produces HIV and AIDS discourse and action in the broader context of sexual and reproductive health and reproductive justice. Our orientation and practice are grounded in the human rights-based framework. By using a multi-pronged, interdisciplinary approach, UWIHARP promotes sexual health and wellness. The UWIHARP programme comprises research, education, training, sensitization, outreach, and advocacy.
38. UWI Youth Development Programme	The UWI Youth Development Programme is a project development and implementation agency. The Organisation actively designs projects, programmes and other initiatives that focus primarily on the development of youth in the Caribbean region. Many of these initiatives and programmes are developed in collaboration with regional civil society, governments, international organisations and development agencies that are focused on improving the present-day realities of the region’s youth.
39. Variety- The Children’s Club	Our goal is to raise funds for sick, disadvantaged and disabled children in Barbados and the Eastern Caribbean.

The following organisations were not present at the workshop, however, expressed keen interested in follow-up activities.

Organization	Description
Be the Change Barbados	To inspire, connect, and empower the Barbados community to create a spiritually fulfilling, socially just, and environmentally sustainable future.
Caribbean Women's Association (CARIWA)	The Caribbean Women's Association (CARIWA) was created to foster alliances and linkages among Women's Organisations at the local, regional and international levels; and promote democratic participation and unity among Caribbean Women.
Girl's Night Out	Girl's Night Out is a series of Empowerment Events, Global Women's Empowerment Network, Radio Show, Development and Mentorship space. With the core aim to help women, Connect, Heal, Develop and live Purposefully understanding who they are God ordained to.
Junior Chamber International Barbados	We strive to give young people the tools they need to build the bridges of success for themselves in the areas of business development, management skills, individual training, community service and international connections. This goal is accomplished by engaging in activities ranging from community service and development projects undertaken during the year. Through these activities, members demonstrate their social responsibility and improve themselves through participation, leadership and action.
Move-Up Barbados	A Mental Health Initiative by Zhané Padmore, sensitizing the public on mental health issues while empowering the youth and young women of Barbados.
National Organisation of Women (NOW)	The umbrella organization for women, used to mobilize the combined efforts of women's organizations in Barbados, for the mutual benefit of all.
Sexuality, Health & Empowerment (SHE)	SHE is a community building platform in recognition of the intersectional marginalisation of Lesbian, Bisexual, Queer women and trans* people in Barbados.
Soca Girls Rock	Provides capacity-building support to Caribbean-based NGOs